

Countrywide Property Lawyers gender pay gap report for 2021

What is the impact of COVID-19 on the Gender Pay Gap report?

As reported last year, the 2020 Gender Pay Gap data was significantly affected by the number of employees furloughed or receiving reduced pay during the first UK lockdown. This means that 2020 data is not directly comparable with the data contained within this report or reports made in future years.

Pay and bonus gap

Entity	Median Total Pay % Gap	Mean Total Pay % Gap	Median Bonus % Gap	Mean Bonus % Gap
Countrywide Property Lawyers	1.94%	-0.19%	13.98%	9.67%

Pay

There is a small median pay gap of 1.94% for Countrywide Property Lawyers in favour of males, whilst the mean pay gap is in favour of females. Compared with prior year reports (that were unaffected by furlough calculations), the median gap in favour of males appears to be the result of a small increase in the proportion of males in the top pay quartile.

Bonus

We are predominantly a sales-focussed business where commission forms an important element of total pay.

Who receives a bonus?



In 2021 there was a difference in favour of males. This is driven by the higher representation of females in the lower quartiles where roles do not attract a bonus opportunity.

Our approach is to ensure we have the right person in each role, irrespective of gender. We are committed to a culture of meritocracy whereby career progression is based entirely on ability. We will continue to facilitate opportunities for all our people to progress and make sure that we regularly review fair practices and policies. We will continue to ensure we have a working environment where everyone has the same chance to be successful and where opportunities for development, promotion, recognition and rewards for excellence are irrespective of gender. We will continue to ensure that our approach to setting pay is fair, and that people performing similar roles, with similar experience, will be treated equally. Our people are our most valuable asset and we are committed to investing in them to achieve their full potential with no discrimination.

I confirm the information within this report is accurate.

Jamie Cosson
Managing Director

Quartiles

Countrywide Property Lawyers has a higher representation of females in the top pay quartiles, which drives a low or negligible gender pay gap.

Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile
Male	42.65%	27.54%	28.99%	44.93%
Female	57.35%	72.46%	71.01%	55.07%